

AGENDA

7:30 – 8:00 AM	Registration/Continental breakfast	Stage Door Lounge/First Floor Lobby
7:30 AM – 4:20 PM	Exhibits Open for delegates	
7:30 – 8:00 AM	Mexican Music by R. J. Hernandez	Thomas H Benton Auditorium
	<i>Take a tour through Mexico via the different rhythms native to the various regions in Mexico. Each distinct rhythm will allow you to hear the different vibrant life styles that are the pulse of that region.</i>	
8:00 – 8:15 AM	Welcome – Amber Corrieri, 2008 Iowa Mosaic Diversity Conference Chairperson	
	Opening Remarks – Provost Elizabeth Hoffman, Iowa State University	
8:15 – 9:00 AM	Keynote – B.D. Wong - <i>All the World's a Stage: From Exclusion to Inclusion</i>	
9:00 – 9:30 AM	<u>BREAK</u> – Please visit with the Exhibitors	
9:30 – 10:20 AM	<u>SESSION 1</u> (50 minutes)	

Following Foo: The Electronic Adventures of the Chestnut Man

Room: Benton Auditorium

Presenter(s): B. D. Wong

B.D. Wong tells the story of his and his longtime partner's journey to parenthood — involving a surrogate, an egg from his partner's sister and identical twins born 13 weeks prematurely and needing months of intensive care. "Following Foo" is a remarkable tale of hope, perseverance, humor, and inspiration.

A Solution to the Workforce Shortage: Employment for Persons with Disabilities

Room: 250/252

Presenter(s): Mary Lynn ReVoir, Iowa Workforce Development and Barb McClannahan, Iowa Vocational Rehabilitation Services

The existing workforce is shrinking and aging. One significant strategy to address the workforce shortage is to recruit and employ people with disabilities. Through an interactive presentation, learn about available resources in your community to recruit individuals with disabilities, to problem solve retaining employees with disabilities, and to accommodate the aging employees.

Iowa's Workforce: Demography, Research Findings, Immigration, and Future Trends

Room: 260/262

Presenter(s): Sandra Charvat Burke, Iowa State University

This workshop will provide a demographic overview of Iowa's workforce including age, gender, and race. It will also provide research results regarding work issues from a recent study examining the experiences of recent movers into and out of Iowa. The workshop will examine the role that immigration has played in Iowa's workforce and will also discuss potential future workforce trends.

Are You / Are They A Racist?

Room: 275

Presenter(s): Dr. Vincent Lewis, Center for Positive Youth Development

Attendees of this session will Analyze The Potential for Becoming a Racist. We will begin this session with an honest and private self analyses of our personal and inward potential for racisms. We will then learn more about the root of intolerance, what research tells us about reducing prejudice, and last but not least - how do we embrace diversity in our community.

Hate Crimes: Awareness to Prevent Future Victims

Room: 299

Presenter(s): FBI Omaha and Iowa Department of Public Safety

The heinous nature of a hate crime makes it a top civil rights priority for local, state, and federal law enforcement. Unlike other crimes, victims are often reluctant to report. In this workshop, we will discuss hate crimes, civil rights, and the state and federal laws aimed to protect minorities.

10:20 – 10:50 AM **BREAK** – Please visit with the Exhibitors

10:50 AM – 12:20 PM **SESSION 2 (90 minutes)**

Diversity Sidestep: Dancing with Passion or Trying to Make the Right Moves?

Room: Benton Auditorium

Presenter(s): Kumari Henry, Rising Phoenix Diversity Leadership Consulting

Feel like your organization isn't making any progress with diversity? All the right moves but no passion. Yeah, you have diversity resource groups, a diversity mission statement, a diversity professional but still see glass ceilings and inequity when it comes to promotion, hiring, and treatment? Find out why. Beliefs, stereotypes, and discriminating behaviors are alive and well. They affect decisionmaking, hiring, and promotions. You can't keep doing the diversity sidestep and expect to dance with the stars. Explore how to create effectiveness through inclusion.

Understanding Immigrants and Immigration: Myths, Realities, Costs & Benefits

Room: 250/252

Presenter(s): Lori Chesser, Davis Brown Law Firm; David Swenson, Iowa State University; Sol Varisco-Santini, Catholic Charities; and Alicia Claypool, Iowa Immigration Education Coalition

Participants will learn how immigration works, what contributes to the current ineffective immigration system, what are the myths and realities about immigration and immigrants based on Iowa data and research, the costs and benefits of Iowa's immigrants, and how to be an effective advocate for fair, comprehensive federal immigration reform.

Cyberbullying: A New Variation on an Old Theme

Room: 260/262

Presenter(s): Dr. Warren Blumenfeld, Iowa State University

Bullying and harassment has been a perennial problem in schools throughout the United States and numerous countries around the world. This workshop will address a new turn in bullying and harassment known as "Cyberbullying," which is repeated hostile behavior with the intent of harming, intimidating, or defaming others through information and communication technologies such as email, websites, text messaging, cell phones, pagers, chat rooms, instant messaging, and other forms. We will also discuss strategies to prevent or reduce instances of cyberbullying.

The Great California Marriage Rush: What Marriage Equality Means to Iowa's Workforce and What's Next

Room: 275

Presenter(s): Sharon Malheiro, Davis Brown Law Firm and Brad Clark, One-Iowa

California has cleared the way for marriage equality. As of June 17, 2008 gay and lesbian couples across California were able to legally wed. Could Iowa be next on the list of states that have extended marriage and civil unions to same-sex couples? And as we find new ways to attract talent to our state, what will marriage equality mean to Iowa's workforce and workplace environments? Join us as we explore these issues in a panel discussion with LGBT rights and equality experts. The session is sponsored by the Greater Des Moines Partnership.

Global Awareness Training Comes to Life

Room: 299

Presenter(s): R.J. Hernandez and Kay Fenton Smith, Cultural Ambassadors, World of Difference

Musician R.J. Hernandez and Author Kay Smith invite you to explore Mexican and African cultures through music, dance, textiles, stories and more. In 2 separate workshops, they will lead you beyond a list of cultural Dos and Taboos in order to immerse you in the how and why of these cultures. Participants in this session will participate in hands-on activities that vividly bring the cultures to life.

12:30 PM

LUNCH and ENTERTAINMENT

Benton Auditorium

12:50 – 1:20 PM

Vaya Con Band - Vaya Con mixes traditional African & AfroCuban percussion with modern jazz. Their eclectic approach symbolizes the diversity we celebrate and embrace.

1:30 – 2:20 PM

SESSION 3 (50 minutes)

Welcoming. Educating. Working. Establishing Successful Employee Resource Groups

Room: Benton Auditorium

Presenter(s): Misty Johnson, Claudia Schabel, Roberta Jorgensen and Renee Neppl, The Principal Financial Group

During this session employees and leaders from the Principal Financial Group will share how their eight Employee Resource Groups help to foster an inclusive culture within the company. They will discuss how the Employee Resource Groups give employees opportunities to connect with others who have similar interests and want to use those interests to contribute to the organization through by focusing on employee development and networking, community outreach, recruiting, retention, supplier diversity and strategic business initiatives.

Closing the Gender Wage Gap: Business Best Practices for Fair Compensation

Room: 250/252

Presenter(s): Rachel Scott Hoepker, Iowa Commission on the Status of Women

Discussion of wage equity issues in Iowa, including current data, and the reasons why, on average, women working in specific industries earn 62% of what men in that same industry do. Overview of Pay Equity checklist, invisible barriers to pay equity, and what employers can do to close the gap.

A Legal Guide to the Job Interview: Preparation and Pitfalls for Applicants and Employers

Room: 260/262

Presenter(s): Leonard Sandler, University of Iowa Clinical Law Programs

The workshop will explore how non-discrimination laws shape the job interview and hiring process, including the types of questions employers may, must or cannot ask. The session begins with an overview of the applicable laws and protected classes, continues with a scripted job interview role-play, and ends with critique and discussion of the interview by the audience. Participants will share their experiences and recommendations for the best way to prepare for or conduct an interview and recruit a diverse workforce.

The Other "F" Word

Room: 275

Presenter(s): Nate Monson, GLBT Youth in Iowa Schools Task Force

Fag has become a frequently used word in our culture by both heterosexual and gay, lesbian, bisexual, and transgender (GLBT) individuals. This workshop will examine the etymology of the "other 'f' word," a look at what it means to be GLBT, and give participants tools to stop anti-GLBT bullying.

Communicating Inclusivity

Room: 299

Presenter(s): Deborah Rinner, Tero International, Inc.

Almost every organization today has an increasingly diverse workforce. Do you know what you need to know to be effective when communicating to those who may be different than you? Are there aspects of culture you need to be aware of to be truly inclusive? This session will help participants develop an understanding of how our individual cultural programming determines our actions, reactions, and success when communicating with others. It will evaluate how time, communication, group work, hierarchy, and management are viewed, valued and addressed differently across cultures. and help participants apply perception checking strategies when differences occur to alleviate cross-cultural misunderstanding and promote inclusivity.

2:20 – 2:45 PM

BREAK – Please visit with the Exhibitors

How to use our political systems to further the aims of civil rights and diversity? A primer on influencing government**Room:** Benton Auditorium**Presenter(s):** Alicia Claypool, Iowa Civil Rights Commission; Brad Clark, One Iowa; Judie Hoffman and John Campbell, Registered Lobbyists

A nuts and bolts panel -- highly participatory -- discussion moving quickly from the need to participate in the political process, to specific ideas on how to participate in the legislative and political processes. With the election two weeks away, and the next legislation session, a mere two months away, participants will learn why, what, how and when of participation in government. If possible, participants will be expected to submit questions ahead of time to the moderator. If not possible, participants will be expected to bring examples of their own experience to relate.

SAFE ZONE: Building Allies for LGBT Communities**Room:** 250/252**Presenter(s):** Dr. Dorothy Simpson-Taylor, University of Iowa

Participants will explore and expand their knowledge about ally development on college and university campuses and in the workplace. An interactive workshop, this presentation is designed for those diversity champions who want to become facilitators of Safe Zone sessions as part of work role responsibilities.

Matthew Shepard: Lessons Learned, Lessons Taught**Room:** 260/262**Presenter(s):** David O'Malley, Retired Police Chief, Laramie Wyoming

Dave O'Malley was the lead investigator into the murder of Matthew Shepard. Following the investigation, a journey of personal awakenings has occurred in Dave's life and proudly continues today. Since 1999, Dave has worked diligently with Judy Shepard and the Human Rights Campaign through the evolution of the Hate Crimes Prevention Act, which became the Matthew Shepard Act. Dave shares the story of transformation and a community's awakening. The session is sponsored by Iowa Department of Public Health.

Embracing the Notion of Diversity to Promote Individual Success**Room:** 275**Presenter(s):** Stephaney Jones-Vo and Susen Schirmer, Heartland Area Education Agency

Participants will have the opportunity to hear students talking about their experiences as refugee, immigrant, single parent, gay, and more through excerpts of a DVD developed by Heartland Area Education Agency, the Iowa Department of Education, and Iowa Public Television and followed by Q & A.

Exploring Japan and African Drumming**Room:** 299**Presenter(s):** Anthony Stevens and Yoko Tanaka, Cultural Ambassadors, World of Difference

Drummer Anthony Stevens and Interpreter Yoko Tanaka contrast cultures in this two-workshop session filled with meaningful activities that reveal a deeper understanding of both the African and Japanese cultures. These workshops take you beyond a list of cultural Dos and Taboos in order to immerse you in traditions that continue to define these countries' cultures and customs. After dancing to the music, hearing the stories, creating the art and speaking the language, you will recognize cultural preferences and begin to see why we are the way we are.

4:20 – 4:50 PM

CAPSTONE

Benton Auditorium

Edna Griffin (1909 – 2000)

Performed by Maureen Korte and Ruth Ann Gaines

Edna M Griffin – known to many as the “Rosa Parks of Iowa”. For over fifty years she was a pioneer and champion of human rights. This is a dramatic storytelling presentation, written by Maureen Korte, about Edna Griffin, a civil rights activist who organized and led a 1948 sit in at the Des Moines Katz Drug Store. Edna's actions and the law suit that she won against Katz (State of Iowa vs. Katz) insured that Jim Crow practices were stopped through out the Des Moines area. The play was commissioned by Lt. Governor Joy Corning in 1998 on the fiftieth anniversary of the law suit.

4:50 – 5:00 PM

Closing Remarks and Evaluation

Benton Auditorium

5:00 PM

Adjourn

Agenda is subject to change.